

# Study on the Occupational Safety and Health Status of Contractors and Sub-Contractors of Supermalls and Supermarkets in the National Capital Region

Research Paper No. 2015-01



Department of Labor and Employment  
**Occupational Safety and Health Center**  
North Avenue corner Agham Road,  
Diliman, Quezon City, Philippines



# **Study on the Occupational Safety and Health Status of Contractors and Sub-Contractors of Supermalls and Supermarkets in the National Capital Region**

## **Abstract**

### **INTRODUCTION**

The retail industry is known as the third largest economic sector in the Philippines owing to its 17% contribution to the Gross Domestic Product (GDP) and comprising about 20% of the total number of employment. Due to the need of high number of employees, companies have resorted into outsourcing the process of hiring and termination of personnel. This has led to proliferation of contracting and subcontracting companies.

### **OBJECTIVES**

The purpose of this study is to come up with information regarding the OSH policies and program implementation and regulatory compliance of subcontracting companies. It is also intended to identify the gaps on the implementation of Occupational Safety and Health Standards as well as other related department issuances. The research aims to provide recommendations on the formulation of Occupational Safety and Health policies to improve policy environment in the retail industry.

### **METHODS**

A list of subcontracting companies in supermalls and supermarket in NCR was requested from DOLE-NCR. All of the subcontracting companies in that list were given invitation to participate in the research. A total of 11 companies signified their intent to participate in the research. HR/Management

representatives and 45 deployed employees of the subcontracting companies were interviewed using two sets of questionnaire. The questionnaires were used as interview guide for the research. Descriptive statistics were used to analyze the data.

## **RESULTS**

The foundation of implementing OSH standards and department issuances is the establishment of safety and health committee. However, only 45% of the respondent companies had safety and health committee. Although 55% of the participants did not have safety and health committee, all of them had some safety and health programs that are in place on their organization.

The most common health services available for deployed employees were pre-medical examination and annual medical exam. Drug-free workplace was the most common health program among participants. Housekeeping and fire safety were the training programs provided for by the subcontracting companies. Toilet and washing facilities, potable drinking water and locker/changing room were the most available facility for the deployed employees on their worksite.

The personnel most involved in creation of health and safety programs were the HR. Only 9% of the respondent companies had involved their employees in creating the available health and safety programs and services. The participation of employees was through compliance to the program and attendance to meeting. However, the respondent employees had expressed

their desire to improve their knowledge and skills as the reason for participating on meetings.

## **RECOMMENDATION**

The responsibility and accountability on occupational safety and health have been clearly defined by the OSHS. However, due to the dynamic nature of employment of subcontracting companies, the access of for OSH programs and services are harder for the deployed employees. It is recommended that there should be an improvement in the compliance of the respondent companies. The subcontracting companies should start with creating a safety and health committee. The members must have undergone appropriate training and workers should be included in the committee. OSH programs/policies should be practiced by both the subcontracting companies and the client or company they engage with. OSH programs/policies of the subcontracting companies should not be dependent on whether it is asked from them by their clients or not.